

James M. Pender

Partner

E jpender@morganbrown.com

P (617) 788-5060

F (617) 367-3125



Overview

Jim Pender provides labor and employment law advice and litigates matters on behalf of public and private sector employers. Much of Jim's practice involves providing legal advice and guidance to clients regarding both union and non-union personnel to help employers navigate the often complicated array of federal and state laws and regulations affecting employment. He represents a diverse client base, including municipalities, school committees, housing authorities, municipal light plants, state agencies, corporations, small privately-held companies, and colleges and universities. Jim has been with Morgan, Brown & Joy since 2001 and is a partner with the firm.

Jim has significant labor law experience in collective bargaining and contract negotiation; grievances and arbitration; and representation of employers before the Massachusetts Department of Labor Relations (DLR), National Labor Relations Board (NLRB), and other administrative agencies. On behalf of employer clients, he negotiates collective bargaining agreements with a wide variety of unions, including the Service Employees International Union (SEIU), American Federation of State, County and Municipal Employees (AFSCME), Massachusetts Teachers Association (MTA), Laborers' International Union of North America (LIUNA), International Association of Fire Fighters (IAFF), American Coalition of Public Safety (ACOPS), and numerous independent unions.

Jim provides advice regarding employee hiring, discipline, and discharge; labor relations; employee handbooks and personnel policies, pay equity, and wage & benefit matters. He also guides clients with compliance with Family Medical Leave Act (FMLA), paid family medical leave, and other employee leave; Americans with Disabilities Act (ADA) and disability issues; and employment discrimination litigation. Jim has experience

representing clients in state and federal courts, the Massachusetts Commission Against Discrimination (MCAD), Equal Employment Opportunity Commission (EEOC), Massachusetts Civil Service Commission, and in labor arbitration.

Awards & Recognition

- Best Lawyers, Employment Law – Management; Litigation – Labor and Employment, 2024

News & Publications

- James Pender Quoted in Massachusetts Lawyers Weekly Article
- Morgan, Brown & Joy's James Pender Elected President of the Massachusetts Council of School Attorneys
- Morgan, Brown & Joy's James Pender and Richard Gello Presented "Progressive Discipline for Local Housing Authorities" on a MA DHCD Webinar
- James M. Pender and Rachel Adams Ladeau's article, "Understanding the Employment-Related Provisions of the American Rescue Plan Act of 2021," was published in SmallBizDaily
- CLIENT ALERT: Understanding the Employment-Related Provisions of the American Rescue Plan Act of 2021
- Morgan, Brown & Joy's James M. Pender Spoke at MASBO Webinar

Memberships

- Boston Bar Association
- Massachusetts Bar Association

Bar Admissions

- Massachusetts

Court Admissions

- United States District Court for the District of Massachusetts

Education

- Wesleyan University, B.A.
- Suffolk University Law School, J.D.